

City of Santa Clara Benefit Summary Overview for Bargaining Unit #1 Professional Firefighters Association Local #1171 (IAFF)

This summary provides a brief overview of the City of Santa Clara's benefits available to Bargaining Unit #1 employees. If there is a conflict between the information in this summary and the official plans/contracts, the official documents will determine how the plans work and the benefits they pay. The information contained in this brochure is based upon the December 16, 2007 – December 24, 2011 Memorandum of Understanding for Unit #1. Benefits are subject to change.

Vacation:

- Vacation is accrued bi-weekly, for use after one year of City service
 - 8 hour shift employees
 - For 1-9 years of service: 15 days (120 hours)/year
 - For 10-19 years of service: 20 days (160 hours)/year
 - For 20+ years of service: 22 days (176 hours)/year
 - 24 hour shift employees
 - For 1-9 years of service: 8 shifts (192 hours)/year
 - For 10-19 years of service: 10 shifts (240 hours)/year
 - For 20+ years of service: 12 shifts (288 hours)/year
- Vacation to Cash Conversion
 - 8 hour shift employees
 - Employee may convert up to 40 hours/year of accrued vacation to cash per calendar year (under MOU provisions)
 - 24 hour shift employees
 - Employee may convert up to 56 hours/year of accrued vacation to cash per calendar year (under MOU provisions)

Sick Leave:

- Sick leave is accrued bi-weekly for equivalent of 12 days or shifts per year with no maximum accrual for use
 - 8 hour shifts:
 - Employees accrue 12 days (96 hours) of sick leave per year
 - Up to 48 hours/year of accumulated sick leave may be used for family illness
 - Up to 24 hrs/year of accumulated sick leave may be used for personal leave
 - 24 hour shifts:
 - Employees accrue 12 shifts (288 hours) of sick leave per year
 - Up to 6 shifts (144 hours)/year of accumulated sick leave may be used for family illness
 - Up to 2 shifts (48 hours)/year of accumulated sick leave may be used for personal leave
- Employee may convert sick leave to vacation once per calendar year
 - 8 hour shift employees: Annual maximum conversion is 96 hours sick to 48 hours vacation
 - 24 hour shift employees: Annual maximum conversion is 216 hours sick to 72 hours vacation
- Partial sick leave payoff provision on retirement depending on years of service and sick leave cap (1,500 hours in addition to balance as of 01/01/2004)

Bereavement Leave:

- Employees are eligible for up to 40 hours (or three 24-hr shifts) of Bereavement Leave per family death occurrence. The amount of leave depends on relationship of family members as specified in the Memorandum of Understanding and Personnel and Salary Resolution.

Compensatory Time Off (CTO):

- CTO may be earned by working overtime

Holidays:

- Thirteen (13) shifts per year of holiday pay prorated over 26 bi-weekly pay periods
- Deputy Fire Marshals do not receive pro-rated holiday pay, but have 13 regular paid holidays/year

Retirement:

- Membership in the California Public Employees Retirement System (CalPERS) 3% @ 50 Plan
 - Employee pays approximately 9% of gross pay
- Medicare
 - Employee does not participate in Social Security
 - Employee pays 1.45% of gross salary for Medicare only if hired after 3/31/1986
 - Employees hired prior to 03/31/1986 do not participate in FICA or Medicare

Deferred Compensation:

- Voluntary plan through Hartford Insurance
- Employee may defer the lesser of \$15,500/year or 100% of gross compensation. Employees over 50 years of age may defer \$20,500/year.

Health Insurance:

- Choice of health insurance plans is available through PERS Health Insurance Program
- Health allocation of \$472.03/month (reimbursement provided if allocation is not used to pay for health premiums)
- Employee electing health coverage with premiums more than the Health Allocation will pay additional premium costs from salary. Health insurance premium deductions are taken on a pre-tax basis.
- Coverage is effective the first of the month after date of hire

Dental Insurance:

- Contact Firefighters' Association for information

Flexible Spending Account (IRS Section 125 Plan)

- May contribute up to \$5,000 in pre-tax dollars to health care spending account
- May contribute up to \$5,000 in pre-tax dollars to dependent care spending account

Life Insurance:

- Basic Life Insurance coverage is effective the first of the month after one calendar month of employment
- City pays for \$10,000 coverage
- Additional optional insurance may be purchased by the employee
- Optional Life Insurance may be purchased for the spouse, domestic partner, and/or dependent children

Long Term Disability (LTD) Insurance:

- Contact Firefighters' Association for information

Uniform Allowance:

- \$200 per year
- \$275 per year for employees in the Deputy Fire Marshal classification

Tuition Assistance Program:

- A tuition reimbursement program is available to assist in funding job-related course work for employee development. The program covers tuition and books, but is subject to Department Head approval and department budget.

Emergency Paid Leave:

- Maximum benefit: 160 hours paid leave (or 224 hours for 24-hour shift)

Family Medical Leave:

- Per federal law, if the employee has worked 1,250 hours in the past year, 12 weeks of unpaid family medical leave is available in a rolling one year period

Psychological Counseling:

- Confidential psychological counseling is available up to a maximum of 10 visits per year

Employee Assistance Program:

- Confidential counseling to employees and dependents at no cost to employee
- Employees may call Managed Health Network (MHN) confidentially at 1-800-227-1060
- Three (3) sessions per family member per incident

Retiree Medical Reimbursement Program:

- Employees who retire from the City with at least ten (10) years of service shall receive reimbursement to help cover retiree single health insurance premiums. The reimbursement maximum includes the PEMHCA minimum.
 - Up to age 65, retirees are eligible for reimbursement up to \$278/month (amount adjusted annually).
 - After age 65, retirees are eligible for reimbursement up to \$168/month (amount adjusted annually).